

BERNARD S. FABIAN

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ARBITRATOR

An Arbitrator since 1988 in public and private sectors with prior experience in labor-management relations primarily in the manufacturing industry. Previously was a consultant to business, public and government organizations. A permanent Arbitrator with the following: Commonwealth of Pennsylvania & AFSCME (Job Classification/Rate Grievances); United Steelworkers Expedited Arbitration Panel; Western Pennsylvania Dairy & International Brotherhood of Teamsters.

ISSUES

Contract interpretation/application, discharge, discipline, health & welfare, incentive rates/standards, job class rates, job evaluation, layoff, bumping, recall, promotion/upgrading, scheduling of work, seniority/ability, benefits, unit certification/clarification

INDUSTRIES

Chemical, construction, health care, machinery, engineering, manufacturing, mining, plumbing, service industries, steel, public sector (police/fire, education, sanitation/correction, public works), railroads, airlines

PRIOR WORK HISTORY

President, 55C, Inc. DBA Atlantic Book Shops, 1989-93

Principal, Performance Technologies, 1982-92

Group Manager, Employee Relations, Joy Manufacturing Co., 1978-88

General Supervisor, Labor Relations, J & L Steel Corp., 1968-78

Navigator, USAF, 1962-68

EDUCATION

Masters of Science in Counseling Psychology from Duquesne University, Pennsylvania

Bachelors of Arts from Waynesburg College, Pennsylvania

Alternative Dispute Resolution Training AAA Labor Arbitrator II Training

PROFESSIONAL ASSOCIATIONS

Arbitrator: FMCS; National Mediation Board; Pennsylvania Bureau of Mediation; US State Department - North American Free Trade Act Panel; Reserve Officers Association of US - Past State President and Three Time Chapter President; American Society of Training and Development; Pittsburgh Personnel Association; World Futurist Association; Small Manufacturers Association.

FEE

Compensation \$900 Per Day

Cancellation fee is one day per diem after hearing is scheduled; two days per diem if cancelled within two weeks of scheduled date.

Citizenship: United States of America

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ADDITIONAL INFORMATION

RECENT PUBLIC SECTOR CASES AS NEUTRAL ARBITRATOR:

In Pennsylvania: PSEA, Penn Manor; SEIU; Washington Hospital; PSEA, Johnstown; State of PA, AFSCME

Outside of Pennsylvania: Ohio Patrolmen's Benevolent Association/City of Niles, Ohio and Ohio Patrolmen's Benevolent Association/Warren County, Ohio

MEDIATION AND FACT-FINDING EXPERIENCE

Trinity Area School District; Washington School District

700 Total Arbitration Cases as Neutral Arbitrator

200: Teacher

200: Other Public Sector Cases

300: Private Sector